

SB455: An Act Concerning Minority Teacher Recruitment and Retention
Reverend Albert R. Dancy, Serving All Vessels Equally, Inc.
Executive Director

March 14, 2018

Good afternoon, Senator Slossberg, Senator Boucher, Representative Fleischmann, and members the Education Committee. Thank you for this opportunity to provide this testimony in support of SB455, AAC Minority Teacher Recruitment and Retention.

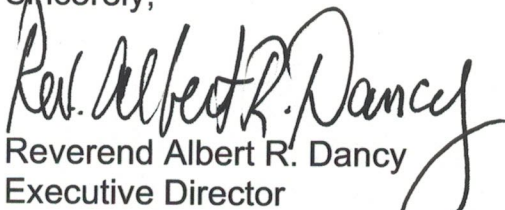
My name is Albert R. Dancy; I am the Executive Director of Serving All Vessels Equally (S.A.V.E.). The mission of S.A.V.E. is to provide quality out-of-school time programming for Norwalk youth ages 14 to 18 that exposes them to enriching activities and caring adults with the goal of helping them reach their full potential and avoid negative influences.

CT's current certification requirements have little connection to effectiveness in the classroom, hurt our ability to compete with our neighboring states for talented candidates, and are overly prescriptive--tying the hands of leaders and stakeholders who want to pursue innovative and effective recruiting practices. As a result, we exclude too many well-trained, promising, and diverse candidates from teaching or leading in CT, especially in shortage and in-demand areas. Connecticut (CT) needs a certification system that ensures all students have access to effective educators. We need a system that empowers our superintendents and school leaders as trusted professionals to hire the best candidates for their communities and students, and that monitors those decisions and holds leaders accountable for equity and results.

This legislation would help streamline our certification system to prioritize job performance over "check-the-box" requirements, open innovative pathways into the profession, treat our superintendents, school leaders, and teachers and professionals who are trusted to make the best hiring decisions for their students, and hold leaders accountable for equity and results.

Thank you for allowing me the time to testify and I urge you all to support SB455. Thank you.

Sincerely,



Rev. Albert R. Dancy

Reverend Albert R. Dancy
Executive Director
Serving All Vessels Equally, Inc.